

# Academic Freedom Policy

## Scope

This policy is applicable to Kaplan Business School Pty Ltd, (“Kaplan”).

## Academic Freedom Principles

A key purpose for academic freedom is to service society’s need for independent criticism and advice, and for a continual flow of new ideas. The academic community, guided by a deep conviction of the worth and dignity of the advancement of knowledge, recognise this fundamental responsibility.

Kaplan endorses the concept of academic freedom and supports academic staff in their right to conduct scholarly interpretation and application of theories and ideas.

Academic freedom includes:

- respect for the rights of others, including their academic freedom
- freedom to speak in a professional manner in the workplace
- freedom from personal force and violence
- freedom from harassment.

Academic freedom does not include the teaching of doctrines or propagandizing causes inconsistent with the stated purpose of Kaplan.

## Policy Standards

Kaplan will provide an environment that:

- preserves, defends and promotes the principles of academic freedom for staff and students
- encourages debate and expression of diverse opinions
- protects the right of staff and students to exercise academic freedom of expression and
- not be disadvantaged or subject to less favourable treatment by Kaplan for doing so.

## Application of Policy

### Staff

All members of Kaplan teaching staff respect and promote an open, supportive academic culture and value the contributions and academic freedoms of their colleagues. They show respect for the opinions and dignity of others.

They accept their share of responsibilities for the governance of the institution and commit to participating actively in those activities and decisions appropriate to their role and consistent with the principles of Kaplan as described herein.

## Students

Kaplan staff members encourage scholarly debate in their students in the following ways, they:

- Demonstrate scholarly standards of their discipline
- Demonstrate respect for students individual opinions
- Adhere to their proper role as academic guides and counsellors
- Foster honest academic conduct
- Ensure that their evaluations of students reflect their true merit
- Avoid conflicts of interests with their students
- Protect students' academic freedom.

## Version Control and accountable officers

It is the joint responsibility of the Implementation Officer and Responsible Officer to ensure compliance with this policy.

<b>Procedure Category</b>	Corporate Legal
<b>Responsible Officer</b>	General Counsel
<b>Implementation Officer</b>	General Manager, National Operations
<b>Review Date</b>	December 2020
<b>Approved by</b>	General Counsel

Version	Authored by	Brief Description of the changes	Date Approved:	Effective Date:
1.0	Quality & Standards Group	Unpacking of one document into existing document	01.01.2014	01.01.2014
1.1	Academic Quality and Governance Team	<ul style="list-style-type: none"> <li>• Procedures revised for currency</li> <li>• Content restructured to enhance clarity</li> <li>• Additional information regarding AAT provided</li> <li>• An Implementation (FEE-HELP Officer) and Responsible Officer introduced.</li> </ul>		